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An Introduction to Ethical Leadership in Nahjulbalaghah

Abolfazl Azizabadi[*]

Saeid Mortazavi[**]

Mohammad Ali Ansari Avval[***]

Fariborz Rahimnia[****]

Reviewing sermons, letters, and aphorism of Nahjulbalaghah of Imam Ali (PBUH), the researchers aims at identifying the ethical leadership features with the use of the knowledge of Hadith and theme analysis. In the process of coding, first 7000 codes were identified. Then they were reduced to 5800 codes, and at the third phase to 4000 ones. The theme network was formed by these codes in three fields of anthropology, cosmology, and theology. "Anti-negligence awakening" was identified as an inclusive theme. The field of anthropology included six themes (21 basic themes), namely taking care of the relationship with others and oneself, intention to be guided, watching out ones behavior, responsiveness, and achieving morale virtues. The field of cosmology included four organizing themes (16 basic themes), namely consideration of the worldly life, the world to come, and environmental threats. In the field of theology three main fields (with 13 basic themes) were identified, including recognition of the specifications of God, man's guidance, and following the guidance of God. Paying attention to all of these aspects demonstrates a leadership based on Islamic ethics.

keywords: *leadership and ethics in Nahjulbalaghah, moral leadership, Nahjulbalaghah, ethics and its specifications.*

∗ PhD candidate at organizational behavior, Firdausi University of Mashhad
∗∗ Corresponding author, professor at Firdausi University of Mashhad
∗∗∗ Researcher at the "center for Islamic Researches", Firdausi University of Mashhad
∗∗∗∗ professor at Firdausi University of Mashhad

Designing a Model for Human Dignity in Islam

Ali Phalsafi[*]

Gholam Reza M'emarzadeh [**]

Muhammad Mosakhani[***]

Sayyed Mahdi Alvani[****]

This qualitative research is aimed at identifying and designing a model for human dignity. Having reviewed 50 articles and books relating to the dignity of man in different fields of religion, law (Islamic law and international law), and science, the researchers used a meta-synthesis qualitative approach, and analyzed the findings of previous researchers. Following the seven steps of Sandelowski and Barroso's method, and testing its reliability and validity, the researchers proposed a model with 32 codes. The model includes four main categories, namely physical, mental and psychological, practical, and behavioral. The first category covers physical heath, the second one covers optimism and psychological health, the third category includes punctuality, criticality, commitment, independence, and freedom in deeds. The fourth category covers issues such as justice and solidarity.

keywords: *Human dignity, Islam and human dignity, Imam Khomeini, Meta-synthesis method, human dignity Model.*

∗ PhD at human resource management, Azad University of Ghazvin
∗∗ Corresponding author, Associate professor at Azad University of Ghazvin
∗∗∗ Associate professor at The University of Tehran
∗∗∗∗ Professor at Azad University of Ghazvin

A Model for Increasing Spirituality in Organizations, Proposing a Grounded Theory

Ebrahim Javaherizadeh∗

This research is aimed at designing a model for increasing spirituality in an institute of the Islamic Revolution. This qualitative research follows a grounded theory method. The research population includes organizational experts and specialists who were familiar with the subject and were eager to take part in the study. The sample was selected through theoretical, judgment, and purposive sampling methods. Research instruments included semi-structured depth interviews, as well as the experiences of the researchers and organizational documents (from Bahman, 1394 to Tir, 1395). Open coding, axial coding, and selective coding were used for data analysis. The outcome was a model for increasing spirituality.

   keywords: *spirituality in organizations, increasing spirituality in organizations, the model of increasing spirituality, grounded theories.*

∗ PhD candidate at Business administration, Allameh Tabatabaei University

Spiritual Leadership, Social Capital and Work Engagement A Case Study Using Islamic Components

Mohammad Taghi Khoobroo [*]

Habibollah Saeidi [**]

Ali Safari [***]

Sayyed Reza Sayyed Javadin [****]

Behavioral scientists now claim that the emergence and application of spiritual leadership, is indeed an attempt to shape positive behavior such as work engagement, along with creation and development of social capital for organizations. Yet, in Islamic countries, including Iran, an essential part of culture and the beliefs and attitudes of the people is affected by Islam. Relying on the Islamic culture and beliefs, this research is intended to explain the possible relationship between spiritual leadership and social capital in the form of Islamic components. The employees' belonging was considered as a mediator variable. Three questionnaires with reliability coefficient alpha of more than 0.9 were employed to collect data. Research population included the employees of the University of Tehran with a sample of 360. The results indicated a significant relationship between spiritual leadership and social capital equal to %48, with work engagement as a mediator variable equal to %42. The results also showed that the more the spiritual leadership develops by Islamic tendencies, the more it is expected to develop Islamic social capital in the target society.

keywords: *Islamic components, social capital, work engagement, spiritual leadership, the University of Tehran, structural equation model*

∗ Corresponding author, PhD candidate at public administration, The University of Tehran
∗∗ Master's degree at management, Shahid Beheshti University
∗∗∗ Graduate at management, The University of Tehran
∗∗∗∗ Professor at The University of Tehran

Designing Islamic-Iranian Model for Jihadi Management for the Actualization of the Motherland of the Islamic World

Muhammad Mobini [*]

Jihadi management is a model and a solution for going out of the coming problems in the way of organizations and the Islamic world being considered by the supreme leader in the recent years. For the Islamic Republic of Iran to pursue the Islamic revolution and to become a model system for other nations and to make progress in its way towards a pioneering position for the Islamic movement, and to become a motherland for the Islamic nation, it is quite essential to follow Jihadi culture and management. This research is intended to design an Iranian-Islamic model for Jihadi management in order to actualize motherland theory. The sample included 18 academic experts and Jihadi combatants in the field of defense who were selected by non-probability purposive method. Employing grounded theory, the researcher made use of interviews with experts for designing the model. The Islamic-Iranian model of Jihadi management was modified after getting idea from the experts at different scientific disciplines. The main results of the research indicated that two components of Islamic revolution and anti-oppression leadership are necessary for the actualization of the theory of motherland for the world of Islam. The proposed model provides the basis for this theory. Additionally, the aspects, components and indicators of the Islamic-Iranian model for Jihadi management are proposed in this research.

keywords: *Jihadi management model, Jihadi culture, the theory of motherland for the world of Islam, self-confidence and uncompromising.*

[*] Faculty member at Imam Hussein University

An Investigation of Talent-Related Characteristics of Military Commanders in the Holy Quran

Abdulhamid Bayat[*]

Mohsem Mohammaddini[**]

Maji Sadeghi[***]

Mohammad Mahdi Heydari[****]

An important interdisciplinary issue in management refers to discovery of "talent". Discovering people with higher talent as commanders and managers is a basis for education and training and promoting talented individuals to higher competencies. This is considered highly important in human resource issues. This research focuses on military commanding by studying the personality characteristics of four prophets in the holy Quran. The common talent among all of them is identified. Theme analysis is employed to study review the historical documents regarding the specifications of David the prophet, Prophet Solomon, Saul, Dhul-Qarnayn (AS) with regard to the holy Quran and Islamic documents. Five common talents were identified as common specifications among them, namely great soul, dignified soul, wisdom, strength of soul, and physical capabilities.

keywords: *military commanders, talent for commanding, talent management, discovering the talent of commanders, the essence of commanding.*

∗ Corresponding author, Master's degree student at Islamic knowledge and economics, Imam Sadegh University
∗∗ Master's degree student at Islamic knowledge and economics, Imam Sadegh University
∗∗∗ Master's degree at Islamic knowledge and economics, Imam Sadegh University
∗∗∗∗ Master's degree at Islamic knowledge, culture and communication, Imam Sadegh University

Designing an Ethical- Law Charter for Jobs, on the Basis of Mafatih-Alhayat

Mahdieh Sadat Khoshooei [*]

This research is intended to design an ethical-law charter for jobs, based on the views of Ahl-Albayt (AS). This research follows content analysis method. A purposive reputational sampling method is used to carry out this research, according to which Mafatih-Alhayat was selected to be studied. It was reviewed to analyze its ethical and law related specifications for jobs. The concepts relating to ethical and law specifications of jobs were first derived from the book. Then, they were classified based on their common contents. Finally, the classified conceptual concepts were associated to the related jobs. Accordingly, a general ethical-law charter (common in all jobs), as well as a specific charter (distinguished for 20 jobs) were designed based on the views of Ahl-Albayt. The validity and reliability of the charters were confirmed by the experts. The plan of the Islamic ethical-law chart for jobs was designed, in which the thought, speech, and behavior norms suitable to the jobs, as well as the relation of man-to-God, man-to-man, man to animals, man-to-nature, and man-to- other creatures were considered.

keywords: *Ahl-Albayt; general ethical-law chart of jobs; specific ethical-law chart of jobs; Mafatih-Alhayat.*

∗ PhD. at Esfahan University

Relationship between Spiritual Intelligence and the Productivity of the Employees of "Art and Culture Organization of Tehran Municipality"

Sayyed Muhammad Mirkamali [*]
Amir Ashoob [**]

This research is intended to investigate the relationship between spiritual intelligence and the productivity of the employees of "Art and Culture Organization of Tehran Municipality". This is a correctional study whose population includes the employees at different departments of "Art and Culture Organization of Tehran Municipality". According to Cochrane method, a sample of 331 subjects (175 women, 156 men) was selected. A self-made intelligence questionnaire of spiritual intelligence with 25 questions (reliability = 0.85) as well as a self-made human productivity questionnaire with 28 questions (reliability = 0.90) were used for data collection. Kolmogorov-Smirnov test, Pearson correlation test and a single-sample T-test were employed for data analysis. The results indicated that there was a direct relationship between spiritual intelligence and the productivity of the Employees of Art and Cultural Organization. A direct relationship was also found out between all of the components of spiritual intelligence and the employees' productivity. Accordingly, the researchers suggest that spiritual strategies be considered deeply in order to enhance this component and institutionalize it in the design of the general instruction strategy of the organization. As the spiritual intelligence is quite high in the employees and the managers, the ways of practical application spiritual intelligence must be investigated.

keywords: *spiritual intelligence of the employees, human resource productivity, organization, Art and Culture Organization of Tehran Municipality.*

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[*] Professor at the faculty of psychology and education, the University of Tehran
[**] Corresponding author, master's degree at educational management, the University of Tehran